

Inside & Out

AUGUST 1988

COMPAQ NEWS

VOLUME 6, ISSUE 8



Compaq plans to expand in Houston were aided — and greeted enthusiastically — by area leaders. Following a recent news conference, new products were discussed by (from left) HEDC President Lee Hogan, Compaq President Rod Canion, Mayor Kathy Whitmire and County Judge Jon Lindsay

Compaq expansion plans greeted with enthusiasm

A few people may remember what it was like in 1984 after a Compaq representative told news media, during a groundbreaking ceremony, that the company would be hiring hundreds of people that year.

The story soon aired on broadcast news programs, and within an hour, "500-600 people were here applying for jobs," recalled Terri Alexander, an employee relations manager.

Another time, a Compaq representative appeared on a 6:00 p.m. television newscast saying Compaq would be screening "thousands of applications to hire hundreds of people."

By 6:30 p.m. that day, the company's switchboards were jammed.

Human Resources personnel found last month that history does, indeed, repeat itself.

Compaq President Rod Canion announced July 13 that Compaq plans major expansion in Houston. Besides the 1,000 additional jobs already projected at current sites, the future expansion will add 4,000 more positions over the next five years for a total of 5,000 new jobs, he told reporters and city officials at a press conference.

continued on page 2



Softball victory ... What can possibly feel as good as winning? Not being sprayed with bone-chillingly cold soft drinks, according to this team captain. More, page 9

1988: lookin' good!

Midway through 1988, the company's sales and earnings are excellent. Second-quarter results, released July 25, show the company is secure in its place as a top performer, both financially and in acceptance of its products. Story, page 4



He looks like a superhero ... Are superheroes often found on Compaq elevators? If so, why? Story, page 6



Something's not right ... What's wrong with this picture? If you play or watch golf, you can really appreciate the feat carried out here as Robert Palmer prepares for an ACE tournament. Story, page 9

Compaq expansion continued from page 1

"It's unbelievable! I think we had 800 phone calls and 300 walk-in applicants the next day," said Cheryl Bryant, Human Resources Coordinator, two days later.

"The day after the announcement, we had six people working up here," said Terri Radabaugh, who coordinates the Human Resources applicant area at CCA 2. "Today's not quite as bad — we have five working up here — but it's pretty busy." She said people who called usually indicated they were telephoning in response to the news stories.

"A lot of people misinterpreted the stories, and think it's a mass hiring. When we've explained that the expansion will be over a period of five years, they've understood and been pretty nice about it." However, the company does have some open positions at present, and "out of this many people, there will be some with good qualifications for those jobs," she said.

Expansion made possible

Canion announced Compaq has an agreement to purchase 85 acres adjoining its present 149-acre headquarters site in northwest Harris County, which is part of the Houston metropolitan area although not in its city limits.

The new site, called Compaq Center North, is bounded by Louetta Road on the north, Lakewood Forest subdivision on the west, FM 149 on the east and the existing Compaq Center headquarters on the south.



With construction of Compaq Center West only a few months from completion, the company announced an agreement to purchase 85 additional acres for more expansion

New office facilities planned for construction on Compaq Center North will total 1.4 million sq. ft. of space. Those facilities will be built as the company requires the additional space.

Canion explained that in considering where Compaq would expand, company officials had to consider barriers to further expansion at its present site. Several other Texas cities were considered, including Dallas, San Antonio and Austin. However, the Houston Economic Development Council (HEDC) assembled a task force of more than two dozen community leaders to develop a proposal which would help eliminate barriers to

Compaq expansion in Houston. It also provided additional incentives.

The proposal specifically offered assistance in the areas of tax abatement, utility service, human resources and transportation.

Canion indicated the proposal was gladly accepted by Compaq, since company officials preferred to keep various departments accessible to each other by being at the same location.

Specific features of the proposal included:

- **Tax abatement:** Approximately \$1.9 million. Tax advantages will be sought for Compaq from Harris County, Tomball Independent School District and the North Harris County College.
- **Electric service:** Approximately \$1.85 million. Compaq facilities will qualify for lower rates from Houston Lighting and Power Company under the light company's guidelines for LOS transmission service and Economic Redevelopment Service.
- **Transportation:** Improvements totaling \$235.5 million. The majority of trans-

portation improvements included in the proposal were already scheduled but will be accelerated. Harris County has added several major thoroughfares to the Federal Aid Urban System program, enabling the Houston area to receive additional funding for several projects and accelerate the construction schedule. The major improvements are upgrading of FM 149 to a limited access highway, and providing METRO bus service to Compaq.

▪ **Human resources:** Approximately \$4 million. A coordinated recruiting system and customized training program will be offered by several organizations, and for some new employees the company will be eligible for federal and state training funds, as well as on-the-job training reimbursements. Houston area universities also will coordinate and expand their computer-related curriculum to help further develop the available labor pool.

Direct savings to Compaq total \$7.75 million, according to Lee Hogan, HEDC President.

Compaq to reveal local plans

By RALPH BIVINS
Houston Chronicle

Compaq Computer Corp. plans to announce today a large expansion of its manufacturing facilities in northwest Harris County. Details of the plan were not disclosed but sources said the expansion by the fast-growing computer company will bring with it several thousand jobs for the local economy over the next few years, said a Compaq spokesman.

Compaq owes growth to its fast new models

By JOHN BARNETT
Houston Chronicle

Compaq Computer Corp.'s leadership in the growing high-speed business computer market has spurred the company's need for larger facilities, Compaq officials said.

Rod Canion, president and chief executive of the company's products, have caused the

of the planned office space dedicated to increases in its engineering, technical and product support staff. Canion said.

Since much of the company's growth has been fueled by its 386 line of products and the development of new computer technology, analysts believe Compaq will continue to concentrate on these computers.

The company's June introduction of a faster 386 line, which includes the Compaq Deskpro 386 25 and the Compaq Deskpro 386 33, reinforces the company's commitment to maintaining its leadership position in that market, analyst said.

"First month orders for the 386s higher than any other product in Compaq's history," said Mike Swavice, president of sales and marketing.

According to the Dallas market research firm StoreBoard Inc., Compaq 63.2 percent of the 386 line through April, with rival International Business Machines coming in second at 25.4 percent.

the industry in the area because

Compaq expansion will create 5,000 jobs here

By RALPH BIVINS
Houston Chronicle

Compaq Computer Corp. plans to announce today a large expansion of its manufacturing facilities in northwest Harris County. Details of the plan were not disclosed but sources said the expansion by the fast-growing computer company will bring with it several thousand jobs for the local economy over the next few years, said a Compaq spokesman.

In addition, the company has purchased 85 acres adjacent to its existing operations and will build a new building totaling 1.4 million sq. ft. on the property within the next four years.

About 1,000 new jobs will be created by the expansion, including engineers, software designers, and marketing and sales staff.

The company will be hired to work in their facilities, Canion said.

"We will add these people to our team, which means in which we

ten area. With the expansion, the company's total work force in Houston is expected to reach 9,000 within

development in said

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Community impact

News of the company's expansion received extensive news coverage on broadcast news programs and in the print media, giving an indication of how important the expansion is to the community, noted Kevin Bohren, Director of Corporate Communications.

Bohren credited the task force and other area officials for their efforts, which included putting the proposal together — start to finish — in only 10 weeks.

"Many significant things are happening that are having a positive impact

on the community, and we're all a part of it," he reflected. "Compaq has captured the hearts of a lot of people here."

Hogan told reporters at the press conference that the additional jobs created at Compaq should make the company one of the top 10 employers in the Houston area, and one of the top two or three at a single site.

He added he expects another 4,100 jobs to be created in other parts of the community as a result of the Compaq expansion. "This will have a \$540 million impact on the community," he said.

County Judge Jon Lindsay termed

Compaq "the success story of the '80s," and noted Houston is now on the cutting edge in the data processing industry, as well as in space, medicine and transportation.

Houston mayor 'proud'

Addressing Canion at the news conference, Mayor Kathy Whitmire said, "You can't imagine how many speeches I have given in which I have cited the Compaq situation" as one of the examples of the entrepreneurial spirit which provides opportunity for growth and advancement for the entire area.

Whitmire said Compaq has "come a long way since 1984" when she participated in groundbreaking ceremonies for the original Compaq Center site.

"We're very proud of what you have done, and very proud of your decision (to expand in Houston)," she continued, adding it was a decision that is "important to the future of this entire community."

"I want to say today 'Congratulations' to all of our friends at Compaq... and to all of the people who worked on this successful proposal."

Both Whitmire and Hogan noted the city of Houston doesn't receive tax dollars from Compaq "yet" since it isn't in the city limits, but both indicated the city limits are likely to be extended someday to include the company's facilities.

Past, present, future

Canion said the rapid growth of Compaq requires careful long-term planning to meet its future business needs.

In 1982, the company acquired 26,000 sq. ft. of leased space and moved into new facilities of its own at Compaq Center beginning in late 1984. Continued growth has required additional space and construction of new facilities as rapidly as possible.

According to early plans, the original 55-acre Compaq Center site — now called Compaq Center East — was to support the company's growth through 1989. The company outgrew the 457,000 sq. ft. of space there in less than two years and purchased an additional 94 acres of land in 1986 for Compaq Center West.

That area — still under construction — was supposed to accommodate Compaq growth for the next five years, into the early 1990s. Early in the construction program, it became obvious that the company was already outgrowing that space, too. Work then began on investigating options for further Compaq expansion, leading to the HEDC proposal and Compaq officials' decision to continue to expand in Houston.

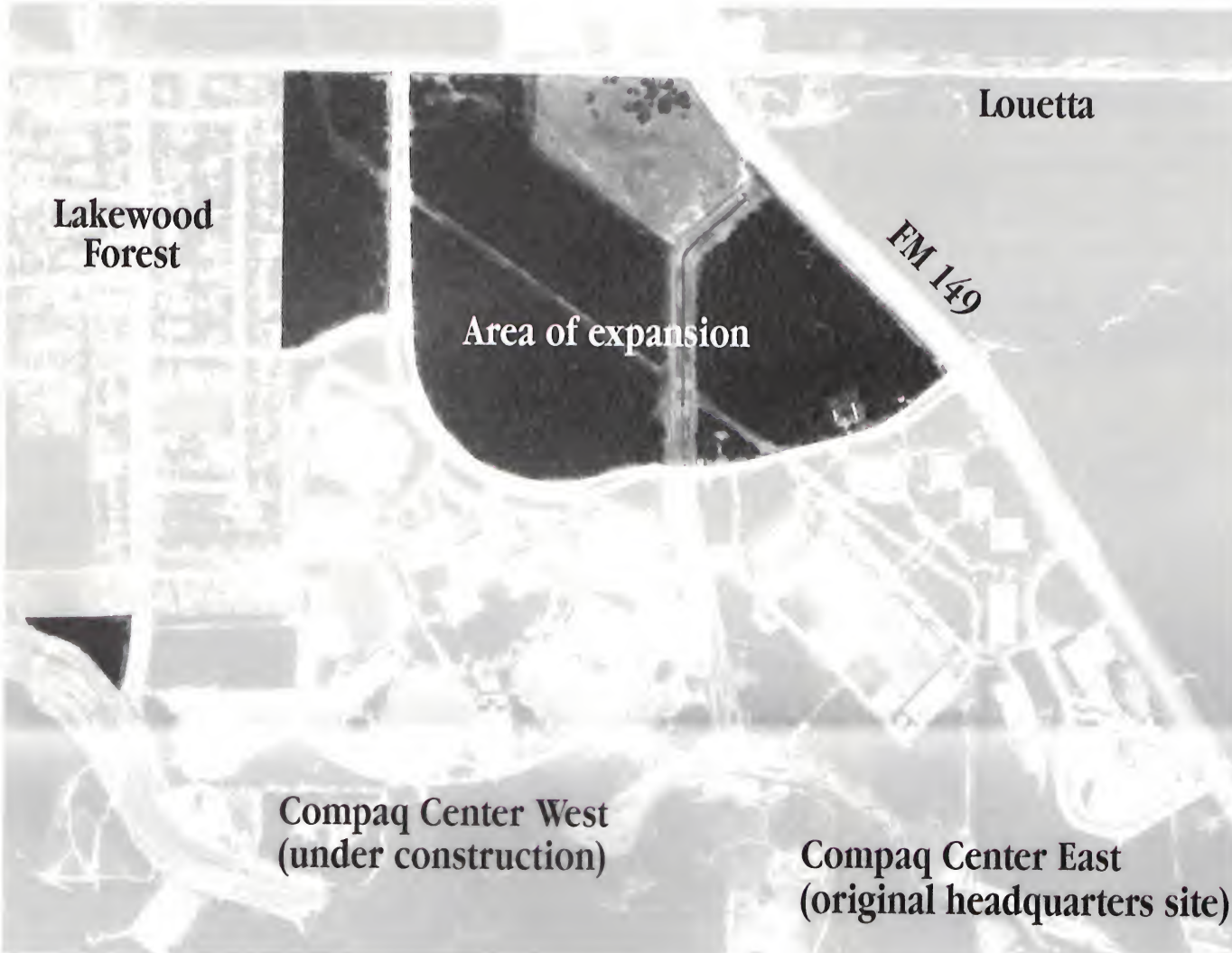
Current construction

The CCW portion of the campus, which is only a few months from completion and already partially occupied, will accommodate up to 3,500 employees in 1.3 million sq. ft.

Manufacturing space accounts for approximately 616,000 sq. ft. of that total, with administrative facilities covering approximately 696,000 sq. ft.

"When Compaq Center West is completed, our owned space in Houston alone will total nearly 2 million sq. ft.," Canion said.

When completed, Compaq Center East and Compaq Center West will total an approximate \$400 million investment, including furnishings and equipment. The sites are expected to accommodate up to 5,000 employees by sometime in 1989.



This aerial photo of the Compaq headquarters site and surrounding area shows the location of the 85 additional acres for expansion (marked). Under terms of the HEDC proposal, employees can look forward to more road construction, as FM 149 becomes a limited access freeway



The company also continues its international expansion of facilities. The Scotland operation is approximately doubling in physical size, as completion of a second phase brings the subsidiary close to 300,000 sq. ft. of total space

More growth noted by president

Signs of growth were everywhere at the second quarter company meeting.

It took only half of the Compaq Houston-based personnel to virtually fill Metropolitan Baptist Church for the July 7 morning meeting — the first of two such gatherings — which led President Rod Canion to wonder aloud about the format for future meetings. When Compaq moved its meetings to the church last year, all Houston-based employees could be accommodated in one meeting, with room to spare.

Growth also dominated Canion's slide presentation, as he noted Compaq leased and owned 400,000 sq. ft. of administrative space worldwide in 1986. This expanded to more than 800,000 square feet in 1987 and a projected 1.5 million by year-end 1988.

Meanwhile, worldwide manufacturing space grew from nearly 500,000 sq. ft. of leased and owned space in 1986 to about 900,000 sq. ft. one year later and a projected 1.6 million this year.

Canion noted that the Scotland facility in Erskine occupies 138,000 sq. ft. The space will approximately double with the addition of a second phase currently under construction.

Total facility square footage is projected at nearly 3.2 million by year end.

Another significant development was a climb in dealer revenue from systems with industry standard architecture (ISA). According to Storeboard, Inc., ISA products — primarily those from Compaq — accounted for 64% of dealer revenue in the first quarter of 1988 after reaching 62% in the fourth quarter of 1987. IBM's MCA (Micro Channel Architecture) slipped to 23% from 24%. MAC (Apple) architecture fell to 13% from 14%, according to Storeboard figures.

An unfortunate area of growth came with an injury summary slide for the first six months of 1988. During the meeting, which lasted nearly two hours, Canion was never more emphatic than in his appeal for greater safety. The slide

that accompanied his words read: "Employees of Compaq are our most valuable resource. In the operation of our business, no aspect is more important than providing a safe, healthy and secure work environment for our employees."

"We believe that injuries are preventable, that losses can be controlled and that all employees must be committed to preventing injuries and losses," Canion said. "Working safely is a condition of employment for everyone. We are dedicated to providing the training necessary for us to better prevent injuries and losses."

A video presentation delivered highlights of the June 20 introductions of the COMPAQ DESKPRO 386/25 and COMPAQ DESKPRO 386s.

Canion's remarks included encouragement for everyone to consider joining the Investment Plan, in which Compaq matches up to 6% of the employee's contribution. The plan has recently been changed to make it significantly more flexible.

The lightest moments came with the traditional questions and answers, during which people are invited to speak with the president through the nearest roving microphone.

To a question addressed to "Mr. Canion," the president prefaced his answer by observing, "My name is Rod. My father is Mr. Canion."

Questioned about building a recreation facility, Canion replied, "We have an arrangement with the YMCA, and not as many people are taking advantage of it as I had hoped." He acknowledged a slim possibility that Compaq would build a recreation facility, saying it was "premature" to go into detail.

Regarding a retirement program other than the present Investment Plan, Canion said, "I expect at some point we will have something more than we have now, in terms of a more traditional plan."

He said there were no developments regarding day care opportunities with the YMCA, but added the company is moving closer to offering a credit union.



But does he fly?

Paula Hopper, Credit Coordinator, CCW, greets a surprise visitor to her office. Who is this caped superhero, and what is his mission? Story, page 6

Shake Russell recording winners

Five Reader Response entries from the June issue of *Inside & Out* have been drawn to win recordings of "Denim and Pearls" by The Shake Russell Band. The band performed at the company picnic in Houston in May.

The winners are:

Alan Skidmore, Systems Engineer, Chasewood 1;

Cathy Pickard, Sales Support Manager, CCA 1;

Linda Henry, Executive Secretary, CCA 1;

Judy Buck, Senior Secretary, Chasewood 2; and

Karen Walker, Director, Corporate Facilities, CCW.

Other persons interested in the group's recordings may obtain information on them by contacting the group's manager, Merlin Cendy, at (713) 668-6557.

Compaq net income up 91% to \$59 million

Compaq net income for the second quarter soared 91%, the company reported July 25.

Net income reached \$59 million, or \$1.45 per share on a fully diluted basis, for the April-June period. For the same period in 1987, Compaq net income was \$31 million, or \$.80 per share on a fully diluted basis.

Sales for the second quarter of 1988 were \$457 million, a 71% increase over \$268 million for second-quarter sales in 1987.

Net income for the first six months of 1988 was \$105 million, or \$2.66 per share on a fully diluted basis. Those results followed \$51 million, or \$1.36 per share on a fully diluted basis, for the first six months of 1987.

Compaq sales reached \$896 million the first six months compared with \$478 million for the same period of 1987.

A non-recurring pretax gain of approximately \$9.7 million is included in results for the first quarter and first six months of this year. The gain resulted from an increase in the carrying value of the company's investment in Conner Peripherals, Inc., which made its first public offering this year.

Results for all of 1987 included net income of \$136 million, or \$3.57 per share on a fully diluted basis, on sales of \$1.2 billion.

"Our solid second-quarter financial results reflect continued strong world-

wide demand for our high-performance, industry-standard products," said President and CEO Rod Canion.

Canion also noted that the COMPAQ DESKPRO 386/25 and COMPAQ DESKPRO 386s arrived late in the second quarter, saying "Initial dealer orders for the COMPAQ DESKPRO 386s were higher than for any other new product in the history of Compaq. Demand for the COMPAQ DESKPRO 386/25 has also been strong. Both products have been well-received by dealers and customers, and will help us strengthen our position as the industry leader in sales of 386-based PCs."

The company also established a subsidiary in Belgium during the quarter to help meet growing demand for COMPAQ products in that nation. COMPAQ products now are sold in 43 nations through a worldwide network of more than 3,000 Authorized Dealers.

In July, Compaq raised the worldwide suggested resale price of memory options for its personal computers an average of 23% due to the high cost of dynamic random access memory. Canion added, "We are still absorbing the increased costs of memory in the pricing of our CPUs, since our July memory price increases affect options only."

Heard around the halls:

(source unknown)

Q: How many software engineers does it take to change a light bulb?

A: None. It's a hardware problem.

News briefs

Belgium

Subsidiary launched

On the same day Compaq announced its newest products, the company's new European subsidiary also was introduced.

"After three months of planning, the Belgian office was launched in spectacular style on the exquisite grounds of the Chateau Solvay, on the outskirts of Brussels," wrote Antonia Konzotis, Communications Program Manager for Compaq International Operations.

"To set the scene — imagine a summer's evening, an old chateau surrounded by 27 acres of grounds, and 300 Belgian and international dealers, press and major accounts guest in an elegant French garden, planted in Compaq colors of red, orange and yellow."

The evening's events were introduced by Eckhard Pfeiffer, Senior Vice President of International Operations, who provided an overview of the company. Eric Janssen, General Manager of the Belgian subsidiary, discussed his plans for the Belgian operation and introduced the celebrity guest speaker, Roland Leuschel,

Belgium's "financial guru." The keynote speaker provided an optimistic outlook on economic and investment issues, "but lamented the effect of computers on the behavioral patterns of his 19-year-old son, who seems to prefer computers to girls!" reported Konzotis.

The evening's entertainment continued with music from "The Platters," prompting one couple to dance cheek to cheek in the middle of the lawn. Within minutes, guests and Compaq staff members joined them.

To mark the opening of the Belgian office, a 6-foot cake — made from 400 chocolate sponge cakes shaped as portable computers — was cut by Janssen. Music composed especially for the occasion accompanied a dramatic 20-minute fireworks display "that almost certainly could be seen and heard from Brussels," Konzotis said.

Music and fireworks combined for a dramatic moment as the Compaq logo lighted up the sky. Other special effects — such as mist and lighting emanating from the trees — combined to make the opening "a memorable Compaq event," reflected Konzotis.



Celebrating their first year in operation, people in Singapore gather around as Steve Hamblin and colleague blow out a candle on the birthday cake

Singapore

First year celebrated

Steve Hamblin, Managing Director of the Compaq Singapore operation, greeted employees as they gathered to celebrate the subsidiary's first anniversary.

"Ker wei tong sher, ni mern how," he said, and stopped as his speech was interrupted by surprised and delighted personnel applauding the fact that he was delivering his message in the Mandarin language. Translated, his words of greeting were, "Fellow colleagues, with best wishes to all of you . . ."

Hamblin went on to thank all those present for their efforts and contributions, and invited questions about the company.

After the speech, employees with more than one year of service with Compaq Asia were invited to the stage to join Hamblin in cutting a giant cake. The rest of the group joined in to sing a familiar birthday tune led by Darren Oh, Personnel Director. This was followed by snacks and refreshment.

Walls were decorated with big birthday banners, plants in the company colors decorated the Singapore cafeteria, and a bundle of balloons featured a giant red balloon with silver dust to create a festive setting.

Compaq Asia has grown to more than 500 employees, who gathered for the high-spirited celebration. Later, T-shirts decorated with the words "First Anniversary" were distributed to employees to commemorate the occasion.



Belgian staffers and guests celebrate launching of the new subsidiary and of new products

Scotland

Manufacturing milestone

In May, personnel in Scotland produced their 10,000th COMPAQ personal computer at the company's international manufacturing plant in Erskine.

The event, which occurred on May 2, was recognized with an informal meeting in Manufacturing "so everyone got to hear about it!" said Eddie McGowan, Communications and Public Relations Manager. In announcing the achievement, Managing Director Murray Francois stated he looks forward to reaching the milestone of 100,000.

The company's first three employees were joined by the three most recently hired employees to actually process the 10,000th machine through the packing process.

As a souvenir of the occasion, all employees were presented with an inscribed pen and a lapel badge.

The Scotland plant currently produces the COMPAQ DESKPRO 286, the COMPAQ DESKPRO 386/20 and the COMPAQ PORTABLE III, with additional lines expected to be added.

Correction

The July issue of *Inside & Out* refers to Eric Janssen as Sales and Marketing Manager of Compaq Computer N.V./S.A., the company's new subsidiary in Belgium. His correct title is General Manager of the firm.



Scotland personnel recently manufactured their 10,000th unit



Ab-ba! It's the illustrious Captain Shred, the cartoon image featured in flyers announcing Trash Out Day, come to life! Sorting and packing boxes and boxes of trash doesn't seem so bad when you have encouragement from a superhero, agree Michael Pines, left, who helped Administrative Services get the trash moved; and Gina Emigh, Jackie Havis and Roberta Pasierbowicz, all of Accounts Payable, CCW

Trash Out Day nets 25 tons of trash

The company's first Trash Out Day, June 24, was a big success according to its coordinator, Renee Leach, Supervisor of Corporate Record Services.

"We hope to have it every year," said Leach. A total of 1,451 boxes were collected — easily surpassing the goal of 600 boxes. Late boxes were still being picked up the following week.

"This has been the busiest two weeks!" exclaimed Marilyn Henderson, Micrographics Coordinator, who handled most of the Trash Out hotline calls. "We had a lot of calls regarding old and unique documents and asking what the prizes would be. We also had a lot of calls from people who turned in orders for pickup, then discovered more trash!"

Captain Shred

The clearing out of trash was cheered on by none other than Captain Shred (a.k.a. Rich Niermeyer, Manager of Administrative Services). The Captain swooped from office to office thanking people for donating trash from their files to the company incinerator. Burning the 25 tons of trash will help cool CCM 3 for several weeks.

Niermeyer, whose group coordinated the Trash Out Day, retained the poise one would expect from a super-hero as

he made appearances in several Compaq buildings and encouraged the efforts of people in his department as they dealt with moving the tons of trash.

"It was the least I could do," he smiled.

Despite numerous requests to have a Trash Out Day every week, month or quarter, the department plans to hold it only once a year, leaving the rest of the trash for regular daily pickups by the janitorial service.

"It takes an enormous amount of resources to do something like this," Leach said. "Besides," she laughed, "if we held it more than once a year, we couldn't get people so excited, and we certainly couldn't get Rich to dress up as Captain Shred!"

Trash Out winners

The **Corporate Control Department**, a department dealing with accounting materials, contributed 118 boxes to win the category of "Department with Most Pounds." Shirley Popejoy, who coordinated the department's efforts, said she "just sent out a memo to each person in the department reminding them when the trash pickup would be and where to put it, put the tape and boxes in a central location, walked through the day before pickup reminding everyone, and checked boxes to make sure they were taped properly and moved to the pickup locations." The efforts paid off, as each member of the winning department was awarded with a paperweight bearing a small award certificate.

Other winners in the Trash Out Day contest were:

■ **Tim Tindle**, National Service Manager in Field Support, CCA 2, who submitted the oldest document, his employment agreement dated 3/8/82;

■ **Richard Rosenberg**, Systems Engineer, CW 2, and **Ernest Haynes**, Shipping Supervisor at Papalote, tying in the Oldest Publication category, each submitting the same document: the Gateway Technology Policy and Procedure Manual dated August 1982;

■ **Gary Valka**, Senior Systems Analyst, CCA 1, with the Most Unique document, a Hewlett Packard protocol flowchart; and

■ **Linda Constable**, User Support Representative, CCA 1, with the Funniest Document, a Communication System Request for Service Report that tells about a ribbon hijacked from a printer and the ransom note that was left in its place.

Honorable mention was also awarded to:

■ **Steve Baker**, Lead Mail Coordinator, CCA 2, who submitted the first *Inside & Out* as the oldest document;

■ **Karen Trapani**, Manager, Mechanical Portable Production Engineering, Sommermeyer, in the Most Unique Category with a silver COMPAQ PLUS Computer logo (should have been gold); and

■ **Robin Kluczynski**, Engineer Coordinator-Desktops, CCM 1, and **Bob Bauer**, Director, Sales Operations, CCA 1, who both submitted the same document in the "oldest" category: a purchase order form dated April 23, 1982 from the Gateway Technology Policy and Procedure Manual.

Winners and honorable mentions in these categories received paperweights. The Trash Out Day Coordinators were presented with Captain Shred Certificates for their efforts.

"We tried hard," said Kerri Bradley, the coordinator at Papalote, "but our site doesn't produce much trash. We had two boxes and I had to dig for that." The irony, she noted, is that "six people, including a security guard, came to pick up our two boxes!"

"True to form, we waited until the last minute," said Joy McLean, the coordinator at Brookhollow. "I had to light a few fires — everybody is so busy. We have years and years of old files, but never time to go through them. When I told everyone that 'Yes, they are coming for the trash in one hour', they got busy going through files and we filled 67 boxes." McLean added that a tremendous amount of trash leaves Brookhollow daily, but not the kind that can be boxed up.

Organizers applauded the efforts of the 85 site coordinators as well as facility, mailroom, and security personnel who helped collect the huge volume of trash.

It's estimated that the trash collected saved the company \$2,275 on costs of heating, air conditioning and shipping to a landfill.

Burn that trash!

And what of the hungry incinerator waiting to eat the trash?

Irony of ironies, after all that effort by several thousand people, the 25 tons of trash had to sit waiting — the incinerator was temporarily out of order.

'Stop smoking' program starts up again this month

The company's Smoking Cessation Seminars will resume in August for people who want help to stop smoking. For details or registration, contact Mary Beth McGowan, who administers the company's Health Promotion program, at 374-5776.

For those who do smoke, the company is setting aside certain areas as Smoking Break Rooms, equipped with special ventilation and air cleaning devices. Some smoking rooms already

are available; the remainder are expected to be ready in each facility by the end of August.

Compaq President Rod Canion recently asked in a memo that people avoid smoking in public areas such as break rooms, rest rooms, elevators, hallways, open office areas and rooms used for training.

"We will continue working to reach a solution which is satisfactory to all Compaq employees," he said.

Meanwhile, at Compaq Computer Limited in London, a "No smoking" policy has been accepted throughout the offices of the entire operation.



A Dallas hotel was the site of the company's first major recruiting event, which drew approximately 1,200 people. Above, Employee Relations Manager Steve Stewart, Chasewood, visits with a representative of the Dallas agency that helped arrange the event

Major recruiting event draws enthusiastic response in Dallas

Compaq is stepping up its efforts to recruit employees nationwide. The company recently kicked off its campaign with a three-day recruiting event in Dallas introducing participants to "Compaq, Texas."

The company's first major recruiting event drew 1,200 people, slightly more than organizers had expected. Serious job hunters and people who wanted general information about working at the company talked with Compaq representatives from engineering, marketing, manufacturing, operations, accounting, sales and data processing.

The recruiting effort doesn't mean Compaq has quit looking for talent in

Houston or that the workforce will suddenly increase dramatically, according to Rick McKenzie, Corporate Employment Manager. He explained these events provide the company with exposure to more potential applicants, at less cost, than recruiting through advertising and job placement firms.

The company currently employs more than 4,900 people worldwide, with about 3,700 of that number working in Houston. Up to 800 people also work at the company on a temporary or contract basis at various times during the year.

The company's workforce has continued to grow at a strong pace. For example, approximately 360 exempt

(salaried) employees were hired in the first six months of 1988, compared to 398 for the entire 12 months of 1987. McKenzie estimates that by the end of the year, a total of 700-800 exempt employees will have been added in 1988.

Since Compaq already has drawn so heavily on the local labor market, close to 70% of the exempt employees hired in the first half of 1988 were from areas outside Houston — particularly areas with high concentrations of electronics companies, where experienced talent is more readily available.

Non-exempt (hourly) employee numbers also have grown considerably; however, many of those positions are offered on a temporary or contract basis to maintain flexibility to meet manufacturing needs. Those numbers, therefore, are harder to compare with last year's figures.

Internationally and in U.S. offices outside Houston, the company's workforce also is expanding at a rapid rate. In those areas, hiring generally is handled at each operational site, rather than through Human Resources in Houston, which acts in a supporting capacity to those groups.

'Creatively inspired'

The success of the Dallas event has encouraged Compaq Human Resources personnel to plan similar events in other cities.

After an initial screening, people attending the recruiting event at a north Dallas hotel had the opportunity to view products, literature and video presentations about the company. Rented park benches and trees helped provide an attractive environment to bolster the company's image of being located in a lush, beautiful part of Houston. Relocation counselors addressed specific questions about living in Houston.

Although there is, of course, no city called "Compaq, Texas," the theme helped company representatives address the unity and community feeling of the company, as well as other elements of the corporate culture.

Print ads for the event assured: "Our (Compaq) success is driven by a team of exceptionally talented people, creatively inspired by the freedom of our supportive corporate environment. In Compaq, your voice will be heard and you'll share in the big picture. As we continue to develop innovative products, you'll help us enter a new era of technology."

Compaq representatives "wanted to show Dallas applicants that Compaq personality and enthusiasm is a contagious, cultural difference (from other companies)," said McKenzie. "This difference is a huge part of what makes Compaq one of America's fastest growing companies."

Although most applicants were from the Dallas-Fort Worth area, several people drove from Oklahoma for the event. A vacationer from Silicon Valley, south of San Francisco, also attended. A mailing of 3,000 postcards touting life in "Compaq, Texas" drew numerous engineers.

Of the 1,200 people attending the event, "I anticipate up to 80 people will be invited to Houston for visits," McKenzie said. "It would have taken us many months to meet this many good candidates without this recruiting event."

Employee referrals

If you'd like to refer an acquaintance to Compaq for possible employment, you may write or forward a resume to Corporate Employment, M097, to the attention of the appropriate representative (see list below). You may request an application form by calling 374-2370.

Whom to call	Depts. represented
Tom Haney	Corporate Manufacturing/Operations
Bill York	Corporate Manufacturing/Operations
Brandon Harwood	Sales/Marketing/Corp. Communications
Teresa Tambascia	Accounting/Finance/Information Management Systems
Yolanda Arellano	Systems Engineering
Mike Williams	Hardware Engineering
Susie Buchler	College Relations/Summer Interns
Gina Donaldson	Administrative/Office/Clerical
Rick McKenzie	Management/Human Resources

Readers' opinions help shape *Inside & Out*

So, you may ask, once you fill out the Reader Response forms in the *Inside & Out*, what happens to them?

Since you're probably staying awake nights wondering, we wanted you to know.

While you're filling out the responses, the people involved in the newsletter anxiously await your review, something like opening night on Broadway.

Well, perhaps it's more like off-off-Broadway openings, since we're not the types to dress up a lot.

As the responses come in, we log each one to see what stories you liked and didn't like. This helps determine the balance of stories in future issues; for instance, are we writing too much about the company's sales accomplishments? Too little about international offices? Did we — horrors! — make a mistake? (Sometimes perhaps you're too kind — about three years ago, for example, we ran the wrong specifications on two new computers. To this day, no one's ever mentioned it to us. We're glad to blush delicately and correct our mistakes.)

We offer incentives such as computers, tickets and T-shirts because we hope it's fun for you, and also to encourage you to give us your ideas. After all, the newsletter is for you.

Readers' suggestions have offered some good story ideas, and have changed the way some things were done. For example:

- The "Did you know" series, featuring unusual or interesting things individuals have done, was begun because people asked frequently for human interest stories about their colleagues.

- "News Briefs" recently began to make it easier for people to find news about their individual sites. It's very important, though, that people call and write us about what's happening at their sites. We don't read minds, and we can't just make things up. (Well, we **can** make things up, but some people take a dim view of us printing them. Seems awfully conservative to us.)

- The daughter of a Compaq employee suggested a network of "Pen pals," so that option was offered. Unfortunately, although many people said they wanted pen pals, very few wrote to the names and addresses listed. Possibly that was because the letter had to be addressed to *Inside & Out*, rather than to the individual, because as a matter of policy we don't print personal addresses or phone numbers. We eventually may give pen pals another try if we can get the kinks worked out.

- "'Twas the night before Christmas," a fantasy about Santa computerizing his operations, was helped along by a reader's flight of imagination, and was one of our attempts to respond to readers' requests for humor.

- Because people periodically ask for results of ACE sports activities, the "After hours" column now offers results of major events: league championships, tournament wins and funny happenings that take place in the course of an activity. You may occasionally see names of people who don't work at Compaq in a story; that's because family members and friends are allowed to fill a certain number of positions on Compaq teams.

- Shorter, fewer stories are done on how people use COMPAQ computers. Although many readers say they like them, it was often commented that readers preferred to see more space devoted to Compaq and less to other organizations.

- Events such as company meetings, product announcements and major accomplishments get great response, so we still give them lots of space.

- Practically all newsletter experts say posed group photos are boring. However, readers still said they wanted to see people from other sites, so we've started running photos of groups even when they're posed. No one's told us yet that they think it's boring.

- We were afraid of overdoing construction shots, but people continue to express high interest in the company's expansion so we keep donning hard hats and shooting photos.

- Once in a while, someone asks for cartoons. Not very often, though. (What's the matter; doesn't anybody out there read cartoons??) So far, no cartoons are planned for the publication. Shucks.

- Some great story ideas from readers haven't turned into stories yet simply because there's not enough time. Usually, the publication is written by only one person, so it's hard to get to all the stories. If you'd like to write a story — or even just dig out the facts — please call or write. It's usually better to check with us in advance to get some guidelines and make sure the story isn't already being done. We'd love to have more contributors, and are planning to set up a network of reporters from various sites.

These are just a few examples of how readers influence the course of the publication. Reader responses also are used to plan the format, content and budget each year.

Unfortunately, we get frequent requests for one feature we can't accommodate: resuming the monthly or quarterly calendar that previously was included in the newsletter.



This reader's response to what she's reading in *Inside & Out* will help determine what's in succeeding issues

Producing the calendar often required as much time as the rest of the publication put together. As the company's grown, we've put that time and effort into getting more stories for the newsletter. Instead, we printed the spiral-bound 12-month desk calendar you received early this year.

The decision to go to a tabloid-size newsletter certainly sparked some controversy. People called, wrote and stopped us in the hall to tell us it was too hard to file (so we folded it in half), too big to read at a breakroom table or desk, or in an airplane seat (we clucked sympathetically), or that it looked great (we wrote home to tell our mothers). We decided to give it some time to see how people liked it in the long run. Although some still say it's hard to file, the greatest number of readers indicate they like it the way it is. A recent Reader Response question about the size of the publication drew only 100 responses, with 77 saying they like the size, 20 saying it was too big, and 3 stating it's too small.

Other recent survey results:

- Most respondents liked the 1988

Compaq calendar, but would have preferred one they could hang on the wall, and one with more planning space.

- Human interest stories are very popular; other than that, there are no clear-cut favorite topics. Stories people would like to see more of are those about individual employees and international operations.

- We sometimes get requests to run new hires, promotions, marriages and births. All of that information is considered confidential and is not released publicly, so at this time will not be offered in the newsletter.

Last, when prizes are offered, Reader Response queries are put into a box and winning entries are drawn. We hope the prizes, tickets and changes in the newsletter will encourage you to keep taking the time to fill out the Reader Response form.

This month's Reader Response form asks whether you'd be interested in joining an ACE tennis league. It also asks what's happening at your site. In addition, your completed form serves as an entry in a drawing for a Compaq tote bag. Good luck!

Thanks . . .

Thanks to people who contributed stories, photos or story ideas for this issue: Ivy Tan, Lee Thian Hock, Eddie Panther, Sue Malcolm, Eddie McGowan, Rick Faulk, Jesse Martinez, Bart Bartholomew, Ham McCoy, Antonia Konzotis, George Holmes and Prue Robson.

Story ideas?

Call *Inside & Out*,
955-3679
or
955-3687

Challenge entry deadline Aug. 5

A Compaq team will compete in Challenge — the Ultimate Corporate Games, to be held at Rice University Sept. 24. Comprised of both serious and recreational athletes, the team will be selected from permanent Compaq employees who apply by the Aug. 5 deadline.

Those who want to sign up should contact these site representatives: Cleveland Joseph, Sommermeyer/Papalote, 937-2782; Jeff Linn, Chasewood I, 374-5634; Merrill Smith, Chasewood II, 374-2797; Lavonne Parsons, CCA, 374-1664; Tom Parsons, Brookhollow, 937-2723; Carla Havel, CCM, 374-5296; and Terry Rimoldi, CCW, 374-1977.

Practice will begin Aug. 8 at several sites near Compaq facilities.

Golf tournaments draw crowds — of golfers

Even area golf courses are starting to feel the strain of the company's rapid growth.

Organizers of ACE-sponsored golf tournaments are finding fewer courses that can accommodate the large number of Compaq golf teams.

Four years ago, before she joined Compaq, tournament organizer Shirley McDade helped her husband, Jim — already a Compaq employee — get the league started.

"We were lucky to get 10-12 teams for a tournament," she recalled recently.

Her husband, Jim, eventually passed the organizer's torch to Mike Wolf, who coordinated the rapidly-growing activities until the demands became too great. By that time, Shirley McDade had joined Compaq, so the organizing responsibilities were turned over to her. Husband Jim was quickly recruited to assist, so the task has come full circle.

"Now we've got 45 teams for every tournament!" Shirley McDade said. "It's a month and a half until our August tournament, and registration is already completely full. I'm turning people away."

Not every team registers for each tournament; Compaq actually has many more four-person teams.

"If they all decided they wanted to play in the same tournament, I don't know what I'd do!" McDade said.

"The biggest problem we have is

that the golf courses we play can't accommodate the number of people we have, so we play three different weekend days each month during the golf season."

The four-person teams may be made up of all men, all women or mixed. "Your team can be competitive in any combination that you desire," McDade explained.

The tournaments offer four levels of play — A, B, C and D flights. "The A and B flights are the most competitive; C and D are more recreational golf," McDade explained. Many golfers don't have established handicaps, so with help from a couple of golfing organizations, organizers have guidelines to help place new teams in appropriate flights. Based on their play in tournaments, they may later move up or down to another flight.

Handling all the registration paperwork and golf course arrangements is getting to be a huge task but, McDade cheerfully pointed out, "We sure do have a good time!"

Guests are welcome to attend the tournaments to watch their colleagues and family members play golf. Guests are urged to keep in mind, however, that noise and other distractions while a golfer is concentrating on a shot are: taboo, frowned upon, liable to draw numerous mutterings and dirty looks, and a sure way to keep a golfer from ever speaking to you again.

Upcoming tournaments include:

Date	Golf course	Level
Aug. 20	— TPC Woodlands	— A & B flights
Aug. 27	— TPC Woodlands	— C & D flights
Sept. 10-11	— Waterwood (two-day overnight tournament)	— A & B flights
Sept. 17-18	— Waterwood (two-day overnight tournament)	— C & D flights
Oct. 15	— Bluebonnet	— A & B flights
Oct. 16	— Bluebonnet	— D flight
Oct. 22	— Bluebonnet	— C flight
Nov. 12	— Walden on Lake Conroe	— A & B flights
Nov. 13	— Walden on Lake Conroe	— D flight
Nov. 19	— Walden on Lake Conroe	— C flight

Announcements and details of tournaments are in the ACE Events Summary, located in the ACE Reader Racks at each Houston location.



What's wrong with this picture is that Robert Palmer, CCM 4, agreed to demonstrate how he gets ready for an ACE golf tournament by hitting a few golf balls—while wearing his work clothes. Anyone who's ever tried to achieve full extension on a swing while wearing a dress shirt (no stretch) and dress loafers (danger of slipping) can appreciate the difficulty of this feat. Anyone who hasn't tried it probably shouldn't

After hours

In competitive volleyball play, the league's top honors were taken by the Rice Eaters. Playing for the team were Steve Ho, captain; Thang Ho, Theit Ho, Stacey Wert and Elizabeth Garza.

The recreational volleyball league wound up its season with a win by the Miss Hits to take first place. Captain Leon McDowell's team included Suzie Lussion, Debbie Keller, Jeff Plummer, Jeff

Linn, Gary Valka, David Adboo, Tom Grieff, Lea Anne Pasley and Merwyn Lee.

In co-ed softball, Spring-Klein league honors were taken by a Compaq team made up of Team Captain Bart Bartholomew, Karin Hummel, Debbie Keller, Kathy Elmore, Norma Strauss, Jamie Brock, Gary Thompson, James Edwards, Tammy Paris, Jennifer Murphy, Scott McFarland and Gary Landrum.



ACE tennis

In this game, concentration is everything, agreed Barry McAuliffe, left, and Brian Erickson, right, both from Chasewood, as they prepared for the recent ACE tennis tournament. Results were not yet available as Inside & Out went to press. In this month's Reader Response Card, ACE sports organizers seek to determine if people working at Compaq would be interested in forming a tennis league

For information on ACE activities, call:

ACE hotline, 374-2414
(Information is also available in ACE reader racks, located in central break rooms at each Houston site.)



Worth the long innings ...

This Compaq team played some long, competitive innings in winning the co-ed championship of the Spring-Klein softball league. It was all worth it, team members agreed, as they celebrated by showering their team captain with soft drinks. From left are Bart Bartholomew and Gary Landrum, both of Chasewood; Karen Hummel, CCA 4; and Debbie Keller and Norma Strauss, both of Chasewood



It may be tense getting up there, but it's peaceful coming down, according to Eddie Panther, who took this photo of a fellow skydiver following his own first jump

Did you know. . .

After several successful seasons of coaching men's basketball teams in Compaq leagues — including several league championships — Walterine "Ham" McCoy, Senior QRA Computer Data Entry Coordinator-Portables, CCA 4, moved into Pro-Am (professional-amateur) coaching this year.

Now coaching in a different league, McCoy's new team — Ham's Warriors — qualified for a place in the Professional Amateur (Pro-Am) league which played this summer at Texas Southern University's Adams Gym.

Her team, which includes Ricky Johnson, Sommermeyer, and Gary Riechmann, CCM, competed against players including Rodney McCray of the Houston Rockets; John Lucas of the Milwaukee Bucks; Moses Malone, a former Rocket who played last year for the Washington Bullets; Olden Polynice of the Seattle Supersonics; Tony White of the Golden State Warriors, and many others.

With three weeks to go, the team was proving to be highly competitive. "It's real good experience, because we're playing against some people from the Continental League and the National Basketball Association (NBA)," Johnson said. "It's a good, physical league, and gives the scouts an opportunity to see what other talent is out there, and maybe get some players a tryout with a professional team."

Summer fun

For graphics designer Will Schoggins, it was time to punt.

Each year Schoggins — a native of Corpus Christi, Texas — returns to his hometown with family and friends to compete in a sand sculpture contest on the beach.

This year, his team arrived at the beach shortly after midnight (when the contest officially begins) to find another team already at work, complete with a front-end loader earth-moving machine and portable generator for lights.

Figuring the team competition wasn't the best category to compete in this year, Schoggins decided to enter indi-



Ham McCoy coaches Pro-Am basketball

vidual competition instead, and settled in about 1 a.m. to begin work by himself.

As the afternoon sun shone hot overhead, Schoggins completed his sculpture, "The Lost Castle of Atlantis," and won first place in the solo division. This was his first win since beginning competition in 1981.

"You go down to wet sand and pile it up," Schoggins advised after the event. "It carves the best." The sand sculptors were aided by a brief rain which hit the beach around 4 a.m., wetting down the sand. Schoggins used a watering can to moisten the sand as the day wore on.

His castle's intricate arches and columns were shaved with an aluminum printing plate. He used buckets as molds to help shape the towers on the six-foot-high sculpture.

For his efforts, Schoggins won a stereo, raft and other prizes totaling \$1,000.

Meanwhile, the Special Olympics also benefited from the competition, as proceeds from entry fees were donated to the organization.

More summer fun

Watching a skydiver jump out of a plane may make some people tense when they're watching from the ground, but

What do you like

Hot summer ahead

"I just went to Macy's for their one-day sale," said Stephanie Campbell, Administrator, Corporate Relations, CNB. "This is my first summer in Houston, so I'm looking for a lot of cotton clothes."

More of same

Meanwhile, the same idea hit Compaq offices in California. "You should have seen the one-day sale at Macy's here. Everyone in the office was there," said Cindy Roos, Regional Office Assistant in Pleasanton. "We're right next to a mall, so it's just about two minutes away."

Cutthroat competition

"We usually play cards. We play spades a lot," said John Fredrickson, Electronic Engineering Technician II, Chasewood I. After a bit of urging, he finally conceded that the group doesn't just play spades, it plays "cutthroat spades."

"We eat lunch at the same time," he pointed out as an afterthought, although he admitted eating is a fairly low priority compared to the card game. "Occasionally somebody brings something in for everyone to eat, but usually each person brings a lunch." Each month, the player with

the most wins — or in case of a tie, the highest score — takes home the "Big Kahuna" trophy (an award that was originally won by a player in a trivia game, then donated to the spades competition). In the old beach movies, Fredrickson explained, the Big Kahuna was the ultimate wave.

Everyone's a point guard

"We play basketball," said Todd De Laughter, Lead Software Technician, Chasewood II. He plays in a pick-up game at the YMCA with a group of people — mostly from Compaq — who show up on Monday, Wednesday and Friday at noon. "There was a small group of people playing when I came here a little over three years ago. It's grown, and especially with the new Compaq membership drive, (employees can join the YMCA for just \$5 a month), there are a lot of new faces over there," he said. "I'm no superstar; I just like to work out, and it's fun. It breaks the day up." He noted there's really no such thing as people playing forward or guard positions in a pick-up game — or especially center. "The centers all want to play point guard, just like some pros," he laughed.

thoughts at the time," he said.

Auwaerter, Panther and several other people — including Tom Woods, CCA 2; Julie Lundy, CCA 2; Debbie Furr, Chasewood; Scott Miska, Sommermeyer; and a friend, Ken Klingbail — headed for a skydiving firm near Lake Conroe that offers lessons, jumps and airshows.

"Before I got there, I was kind of scared, but in class you learn all the safety features, so I felt pretty good about it. When we got suited up and went to get in the plane, I'd changed my mind, though. I wasn't going to jump. Then it came my turn. The instructor told me to go out there and do it, and I did."

Panther said he stepped out of the plane onto a small platform, concentrating on where he was putting his feet. "Stepping out on the platform was the hardest part," he said.

"Going down, I was just thinking about how peaceful it was. You're floating up there and looking down, trying to see different things on the ground. You hear real well up there. You can even hear people talking on the ground."

Panther noted that as he descended, he passed Julie Lundy, who jumped just before he did.

"I got in an air pocket and hung up there for a while," Lundy explained. Panther actually got to the ground first.

Lundy, who also was jumping for the first time that day, has already been back — in spite of the fact that for some reason she breaks a fingernail every time she goes, she laughingly pointed out.

"I love it! I can't wait to get my own stuff so I can go whenever I want!" she said.



Artist Will Schoggins' "Lost Castle of Atlantis" took top individual honors in sand-sculpting competition

to do at lunch?

No substitute for priorities

"Eat!" said Les Grubbs, Inventory Control Manager at Papalote, as he chewed on a post-lunch toothpick. "That's what lunchtime's for, to go eat."

"At 10 a.m., we all start deciding where we're going for lunch," laughed a co-worker. "We have priorities over here."

'Wide range' of abilities

"I like to play basketball and volleyball at the YMCA when I get the chance," said Ron Bowden, ACE Administrator, admitting he has a preference for volleyball. "Whoever shows up plays. There's a wide range of volleyball abilities," he said tactfully. "We have some ex-collegiate players and some rookies." Bowden modestly admitted he falls somewhere above the mid-point. "I understand the game. I can't play it," he laughed, "but I understand it." The noon play is open to anyone, and is not sponsored by any group. In addition, ACE sponsors league play in basketball, volleyball and other sports.

Bible study

Steven Covin, MIS Manager, CCA I, maintains a fairly hectic noontime

schedule: three days a week he plays racquetball at the YMCA, on another day he attends a noon staff meeting, and on the remaining day he participates in a Bible study group. Covin first began a noontime study group shortly after joining Compaq five years ago. Each week, the group selects a different topic to be studied the next time. "A lot of people also come early, at 7:30 a.m., for prayer groups," Covin said. Rick Faulk, Willowchase, recently completed a noontime study group dealing primarily with the Bible's prophecies. "I'd been doing a lot of study in prophecy and talking with

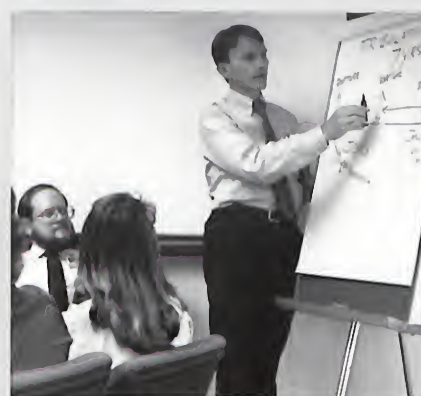


Ron Bowden participates in both volleyball and basketball games—but does he eat lunch?

various people about it. Several suggested we get together and study it," Faulk said. Covin and Faulk mentioned that other noontime Bible study groups have been started by various people who work at Compaq.

Championship runner

"I try to go do a run from four to seven miles," said Lawrie Spence, Assembly Engineering Manager, Scotland. A former Scottish champion in amateur track and cross-country running events, Spence requires only about ½ hour to complete his noon run. Although he



Steve Covin explains scriptural references during Bible study

presently doesn't have time to participate in running competitions — where his events ranged from the one-mile to the marathon — he concentrates on staying in good running condition. "I train when I go home as well," he said, adding, however, that he sometimes doesn't leave work in time for his evening run.



While some people eat and run, Lawrie Spence runs, then eats

Baby deer finds help at Compaq

Bob Severson, Manager of the Perry Road model shop, stopped his vehicle abruptly in surprise. He opened the door and got out to make sure he was really seeing right.

Sure enough, a tiny deer stood in the middle of the road near the company's Willowchase offices, which are bounded by wooded areas and fields. As Severson advanced toward the little creature, it walked forward on wobbly legs to meet him.

Scuttling his lunch plans, Severson settled the weak, thin creature in his

front seat and took it back to his office at Perry Road, stopping enroute to buy baby formula and a bottle.

Seeing that his co-workers were at lunch, Severson stopped at the company's photo studio next door and asked Sue Malcolm, Audiovisual Services, to assist him.

"Bambi," as Severson began calling the deer, "—was a pitiful sight with his ribs poking out and scraped-up legs," Malcolm noted. At one point, the deer began to cry; however, as Perry Road staffers began to return from lunch and offer assistance, the little fawn was persuaded to take some baby formula. He then curled up and went to sleep.

Meanwhile, other staffers were phoning various animal organizations to see what Bambi's options were.

Help arrived in the form of Cheryl Hyer, a volunteer member of the Texas Wildlife Rehabilitation Coalition, who estimated the deer's age at no more than three weeks. Licensed by the state to raise orphaned and injured wildlife, she assured Severson she would care for the deer until Bambi was old enough to make his home on a ranch "owned by a very caring individual" who permits no hunting. Hyer said other deer have been released there with excellent results.

When Severson called to check on Bambi, Hyer told him the little deer was greeted with licks by three other young deer at her residence, who "took him right into the fold," Severson said. Hyer reports that the deer continues to do well.

"I spent from 8:30 until noon the next day at the vet's office," she said several weeks later. Bambi had contracted pneumonia and become severely dehy-

drated before being found. Antibiotics, intravenous feeding and bottle feedings every three hours — in spite of the fact that he didn't suck the bottle or swallow on his own, and had to be helped each time — saw him through the crisis.

"Now he gets right in there with the big ones and wants to drink his bottle like everyone else," Hyer said delightedly. His body weight has approximately doubled, to about 10 lbs. His skin — adversely affected by his dehydration — is still being treated for infection. Otherwise, however, "he's doing great," Hyer said. "He's so friendly, and gets so excited. It almost seems like a miracle because I think of how easy it would have been to lose him," she continued. "He even wants to eat feed like the others do, so he'll pick up one little piece and chew and chew and chew on it. He tries to do everything the others

do, and they're almost twice his size. He'll lie in the barn — I had the fans on for them the other day when it was so hot — but a lot of time he likes to lie outside in the sun. He's getting stronger and really growing."

Severson hopes to visit the little fawn soon.

"I call it a birthday present from Mother Nature," said the deer's rescuer, who celebrated his birthday the day after finding the deer. "I haven't felt that good in a long time."

If you find injured or orphaned wildlife, help may be obtained by calling the Texas Wildlife Rehabilitation Coalition hotline, 941-8972. The hotline provides telephone numbers of volunteers in Houston and surrounding areas, who care for the animals with personal funds, usually on their own property.



Louis Mitchka, Perry Road, holds Bambi as he's fed baby formula by Sue Malcolm



Bob Severson has a gentle moment with Bambi after rescuing the tiny creature

Worldwide product announcements

Few personal computer companies invite their most important dealers and major customers to their warehouse to sit among crates and boxes for a major product launch.

That's exactly what the Compaq subsidiary in Australia, CCA Systems Pty. Ltd., did for the launch of the COMPAQ DESKPRO 386/25 and the COMPAQ DESKPRO 386s.

The event went off with a bang — literally.

After a number of highly successful product launches in prestige venues in Sydney and Melbourne, CCA Systems' Managing Director Ian Penman said the company wanted to do something different to maintain the high level of interest from dealers in Compaq launches.

"We like Compaq launches to be different and to stand apart from our competitors. Many of our dealers tell us that they rarely go to product launches, but they go to ours," Penman said.

For its launch, CCA Systems decided to share with its dealers a ceremonial unpacking of the first shipment of new products.

More than 400 dealers and major users accepted the invitation for a cocktail party in CCA Systems' warehouse in Chatswood, Sydney and arrived with their curiosity whetted.

The audience was treated to a program of entertainment, featuring a dance troupe

performing on a specially constructed stage with a set made up of boxes. A large rear projection audiovisual screen had a frame erected from packing case timber.

The climax of the event arrived with the glowing and smoking of a large crate on stage, which finally exploded to reveal a COMPAQ DESKPRO 386/25 and a COMPAQ DESKPRO 386s running inside.

The dramatic presentation drew enthusiastic response from the audience.

The major U.S. announcement took place in New York's Manhattan Center Studio — built in the early 1900s as an opera house — where media representatives, financial analysts, Authorized

Dealers and major accounts representatives were among those who gathered for three announcement events on June 20.

Other announcement events were held in countries throughout the world where Compaq has operations, as well as in major U.S. cities.

The new products are "runaway best sellers," according to Ross Cooley, Vice President of Sales. The COMPAQ DESKPRO 386s, which offers 386 power at a 286 price, "is exactly what the marketplace was looking for," he said. "We've had more dealer orders for that product in the first week following the announcement than for any other product we've ever announced." That, as he pointed

out, is saying a great deal, since Compaq has a history of highly successful product announcements.

In announcing the COMPAQ DESKPRO 386/25 — "Once again, Compaq has announced the highest performing personal computer in the industry and is delivering it," Cooley said. "Unlike our major competitor, Compaq has made these computers available so their advantages can be used immediately. Our Authorized Dealers have an adequate supply to meet the requirements of their most sophisticated users."

Cooley noted this was a more extensive effort than for any previous announcement, reaching more people in more cities and towns.

Besides presenting the product introduction in U.S. and international cities where Compaq has offices, domestic events included presenting it in 40 more cities in the U.S. and Canada.

"In a period of two weeks, we have reached 50 major metropolitan areas in the U.S. and Canada, and introduced the new products to over 5,000 dealers and 400 major accounts customers. This is the best attendance we've ever had," he said.

As part of the company-wide efforts, the hard-working field sales people "have put forth their best announcement effort ever, and the results are indicative of all the hard work they've put into it," he concluded enthusiastically.



Australia ... As Authorized Dealers and other guests sat amid boxes and crates in a warehouse, Australian staffers introduced the company's new products with a dramatic presentation



New York ... Three highly successful product introduction events were staged in New York, where dancers helped bring to life the introduction theme, "Extending the Lead"



Chicago ... Betsy Wallace, Dealer Sales Manager, Chicago, demonstrates new product to an Authorized COMPAQ Computer Dealer during announcement activities

COMPAQ